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STATEMENT BY

THE HONOURABLE ERIC A. WINKLER

CHAIRMAN OF THE MANAGEMENT BOARD OF CABINET

TO THE LEGISLATURE

FRIDAY, NOVEMBER 8, 1974

ON THE GUIDELINES FOR MINISTRIES AND CROWN AGENCIES
OF THE ONTARIO GOVERNMENT ON AFFIRMATIVE ACTION
FOR WOMEN CROWN EMPLOYEES

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MR. SPEAKER:

I WOULD LIKE TO ANNOUNCE THAT THE MANAGEMENT BOARD OF CABINET HAS RECENTLY APPROVED GUIDELINES FOR MINISTRIES AND CROWN AGENCIES ON AFFIRMATIVE ACTION FOR WOMEN CROWN EMPLOYEES. THE GUIDELINES PROVIDE THE FRAMEWORK OF POLICIES AND PROCEDURES WITHIN WHICH THE GOVERNMENT OF ONTARIO WILL IMPLEMENT ITS COMMITMENT TO IMPROVE THE STATUS OF ITS OWN WOMEN EMPLOYEES.

THE MEMBERS WILL RECALL THAT THE REPORT "EQUAL OPPORTUNITY FOR WOMEN IN ONTARIO: A PLAN FOR ACTION" WAS PUBLISHED AS A GREEN PAPER IN JUNE 1973. SOON AFTERWARDS, THE OFFICE OF THE EXECUTIVE CO-ORDINATOR OF WOMEN'S PROGRAMS WAS ESTABLISHED AS A KEY STEP IN A SERIES OF INITIATIVES TO IMPLEMENT THE REPORT.

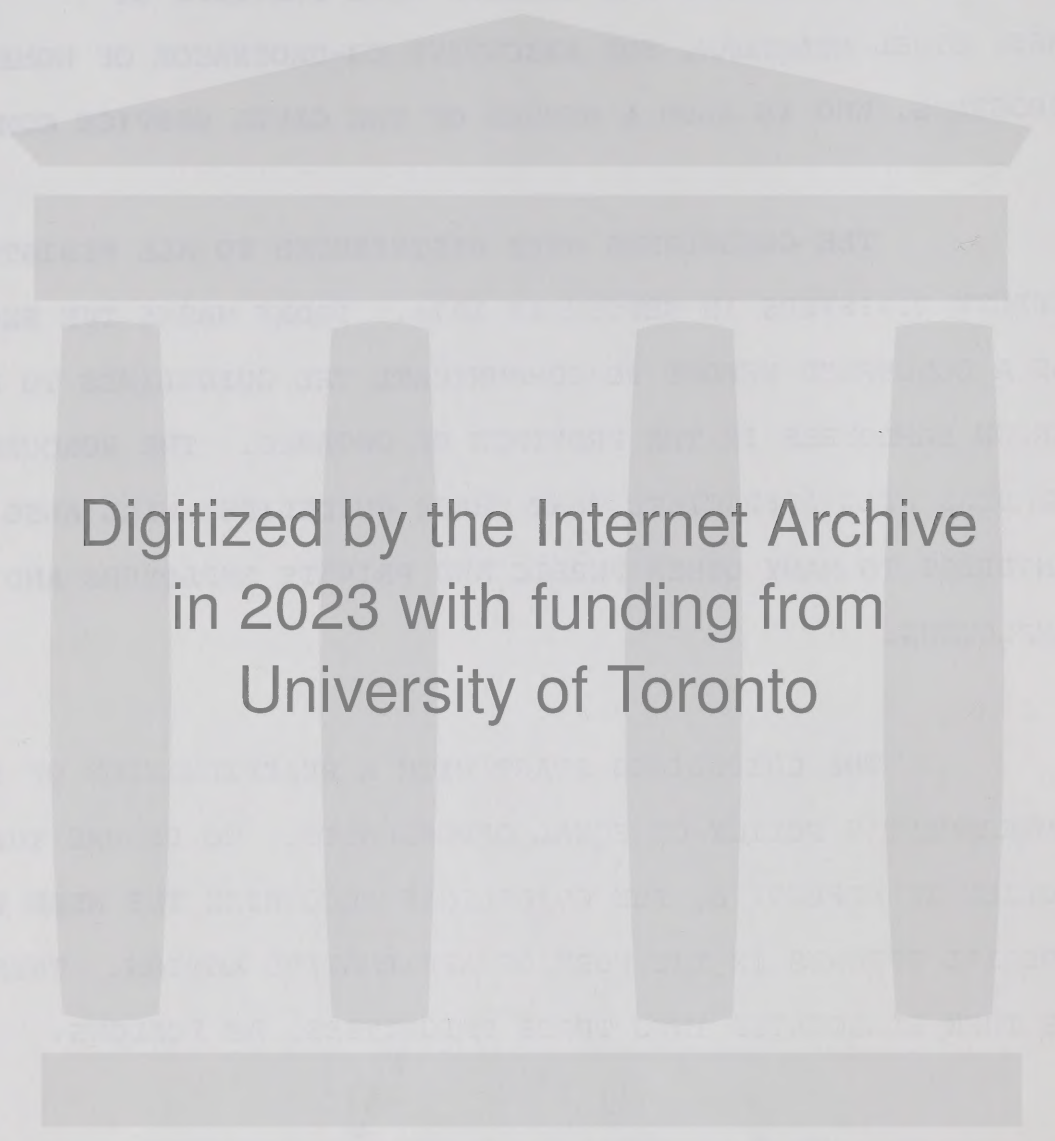
THE REPORT HAD EMPHASIZED THE NEED FOR SPECIAL MEASURES TO ENHANCE THE STATUS OF APPROXIMATELY 35,000 WOMEN CROWN EMPLOYEES IN THE PROVINCE. SO IN APRIL 1974 A NEW BRANCH CALLED THE WOMEN CROWN EMPLOYEES OFFICE WAS ESTABLISHED WITHIN THE WOMEN'S PROGRAMS DIVISION. THEIR GOAL IS TO STIMULATE AND MONITOR AFFIRMATIVE ACTION PLANS TO ENSURE EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN CROWN EMPLOYEES.

MR. SPEAKER, I THINK I SHOULD POINT OUT THAT THE GUIDELINES WERE DEVELOPED ON A CONSULTATIVE BASIS BY THE WOMEN CROWN EMPLOYEES OFFICE AND THE CIVIL SERVICE COMMISSION. EFFECTIVE LEADERSHIP AND LIAISON WERE PROVIDED BY MRS. ETHEL MCLELLAN, THE EXECUTIVE CO-ORDINATOR OF WOMEN'S PROGRAMS, WHO IS ALSO A MEMBER OF THE CIVIL SERVICE COMMISSION.

THE GUIDELINES WERE DISTRIBUTED TO ALL MINISTERS AND DEPUTY MINISTERS IN SEPTEMBER 1974. TODAY MARKS THE BEGINNING OF A CONCERTED EFFORT TO COMMUNICATE THE GUIDELINES TO ALL CROWN EMPLOYEES IN THE PROVINCE OF ONTARIO. THE HONOURABLE MEMBERS WILL APPRECIATE THAT THESE GUIDELINES WILL ALSO BE OF INTEREST TO MANY OTHER PUBLIC AND PRIVATE EMPLOYERS AND EMPLOYEES.

THE GUIDELINES START WITH A REAFFIRMATION OF THE GOVERNMENT'S POLICY OF EQUAL OPPORTUNITY. TO ENSURE THAT THIS POLICY IS EFFECTIVE, THE GUIDELINES RECOGNIZE THE NEED FOR SPECIAL EFFORTS IN THE FORM OF AFFIRMATIVE ACTION. THIS CONCEPT IS THEN ELABORATED INTO THREE PRIORITIES, AS FOLLOWS:

- 1) IDENTIFICATION AND REMOVAL OF UNNECESSARY BARRIERS RESULTING FROM TRADITIONAL PERSONNEL POLICIES AND OTHER INSTITUTIONAL PRACTICES.
- 2) ESTABLISHMENT OF REALISTIC GOALS TO INITIATE AND GUIDE FUTURE ACTION.
- 3) IDENTIFICATION AND DEVELOPMENT OF SPECIAL MEASURES, SUCH AS INNOVATIVE TRAINING AND RECRUITMENT PROGRAMS.



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MR. SPEAKER, THE ACTION PLAN CONTAINS FIVE STEPS, STARTING WITH VISIBLE, TOP-LEVEL SUPPORT OF THE POLICY OF EQUAL EMPLOYMENT OPPORTUNITY. POLICY COMMITMENT AND INVOLVEMENT ARE KEY ELEMENTS IN CREATING A POSITIVE BASIS FOR THE REST OF THE ACTION STEPS. SECONDLY, IT IS EXPECTED THAT EACH DEPUTY MINISTER OR CROWN AGENCY HEAD WILL ASSIGN RESPONSIBILITY TO A WOMEN'S ADVISOR WHO WILL DESIGN, CO-ORDINATE AND IMPLEMENT ACTION IN THEIR ORGANIZATION.

I AM PLEASED TO INFORM THE MEMBERS THAT 6 WOMEN'S ADVISORS HAVE BEEN APPOINTED TO DATE, WHILE SEVERAL OTHER MINISTRIES AND CROWN AGENCIES ARE IN THE PROCESS OF ACTIVELY DEVELOPING THEIR ACTION PLANS. WOMEN'S ADVISORS HAVE BEEN APPOINTED ON A FULL TIME BASIS IN THE MINISTRIES OF COMMUNITY AND SOCIAL SERVICES (MISS BETTY GRAHAM) AND TREASURY, ECONOMICS AND INTERGOVERNMENTAL AFFAIRS (MS. GLENNA CARR). THE FOLLOWING MINISTRIES HAVE APPOINTED WOMEN'S ADVISORS ON A PART-TIME BASIS: - EDUCATION (MISS GLADYS MUNNINGS): ENVIRONMENT (MRS. GRACE BLACKADAR): REVENUE (MS. JEAN MACDONALD): AND MANAGEMENT BOARD OF CABINET (MRS. ELLEN MILLS).

MR. SPEAKER, THE NEXT STEP IN THE ACTION PLAN IS THE ESTABLISHMENT OF A DATA BASE TO FACILITATE EFFECTIVE AND REALISTIC PLANNING. THESE FACTS WILL ALSO ACT AS A MEANS AGAINST WHICH TO MEASURE FUTURE PROGRESS.

THE FOURTH STEP IS THE IDENTIFICATION AND DEVELOPMENT OF EXISTING WOMEN EMPLOYEES WHO HAVE THE POTENTIAL AND DESIRE FOR FUTURE PROMOTION.

FINALLY, MR. SPEAKER, THE GUIDELINES ANTICIPATE THAT EACH MINISTRY AND CROWN AGENCY WILL HAVE DEVELOPED AND FILED A WRITTEN AFFIRMATIVE ACTION PLAN BY MARCH 31ST, 1975. COMPREHENSIVE DOCUMENTATION OF LONG-TERM PLANNING, INCLUDING BOTH SHORT AND LONG-TERM OBJECTIVES, WILL STIMULATE EFFECTIVE ACTION. IT WILL ALSO PROVIDE A BASIS FOR PERIODIC PROGRAM REVIEW AND EVALUATION.

I AM CONFIDENT THAT IF THESE GUIDELINES ARE SUPPORTED IN BOTH SPIRIT AND PRACTICE, THE GOVERNMENT OF ONTARIO WILL HAVE ESTABLISHED A POSITIVE BASIS WHEREBY EQUAL OPPORTUNITY FOR WOMEN CAN BECOME A REALITY.

